



"FRIDAY FUNDAMENTALS" **Labor Law Training Series**

These interactive sessions in 2015-2016 provide basic information about laws relating to:

Fair Employment

Worker's Compensation

Labor Standards

Unemployment Insurance

Employment and Training

Register now for DWD's "Friday Fundamentals" educational series.

September 25, 2015

October 9, 2015

November 6, 2015

December 11, 2015

January 15, 2016

February 5, 2016

March 4, 2016

April 8, 2016

May 6, 2016

About the Sessions

The Wisconsin Department of Workforce Development (DWD) will present its annual series of **educational web conferences** on the dates listed above. All sessions are held from 1:00 – 3:00 p.m. Most topics are expanded versions of those presented at DWD's Labor Law Clinics.

Choose Your Sessions

The courses are designed to be most helpful to those new to their jobs or to the State of Wisconsin. They will also be helpful to those who have not attended a DWD Labor Law Clinic or other DWD seminar in recent years. Particular groups that may benefit include:

- Employers of all sizes
- Attorneys (2.0 hours CLE available)
- HR Directors
- Labor Unions

Interactive Online Training Sessions

WebEx web conferencing sessions provide convenience for learners and encourage participation and interaction with polling, threaded Q&A, and group chat opportunities during the presentations.

Program information may be found at: <http://dwd.wisconsin.gov/laborlaw/frifund.htm>.



Low Cost

The \$27.00 registration fee for each session includes reference materials in advance of each session. When you buy over five sessions you are eligible to receive a coupon for a free session. Session details and registration instructions can be found at: <http://dwd.wisconsin.gov/laborlaw/frifund.htm>.

Registration must be completed at least 24 hours prior to the session

*Co-sponsored by the Department of Workforce Development
Division of Unemployment Insurance and Division of Employment and Training*

For questions, please call Dom Tervalon at (608) 267-7259

TOPIC DESCRIPTIONS

9/25/15 – "Deciding Who is Eligible For UI Benefits"

Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as "able to work" and "available for work" are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10/9/15 - "Defining 'Misconduct' and 'Substantial Fault' Under Wisconsin UI Law"

Identifies the factors considered by UI staff, by the Labor and Industry Review Commission and by the courts to decide whether the actions of an employee amount to "misconduct" or "substantial fault," either of which can result in an employee's disqualification for UI benefits. This topic covers recent changes in the law, including the new statutory definition of "misconduct" and the entirely new legal standard for "substantial fault" benefit disqualifications.

11/6/15 – "An Overview of Wisconsin's Labor Standards Laws"

Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

12/11/15 – "Job Service Resources: Connecting Employers with Job Seekers"

Have you connected with the NEW Job Service? Find out about two tools you can use today at no cost to help connect with candidates with proven foundational skills. JobCenterofWisconsin.com is a resource for posting jobs and searching for candidates in Wisconsin. How can you hire better qualified employees? Learn about the variety of Job Service tools available and how they can be incorporated into your hiring practice to positively impact your company's bottom line.

1/15/16 – "Understanding the Principles of The Worker's Compensation Law"

Focuses both on an overview of the key principles underlying the Worker's Compensation system and on practical, useful ideas for employers to implement in handling Worker's Compensation claims.

2/5/16 – "Worker Misclassification"

Is a Worker an Employee or an Independent Contractor? Discusses the importance to an employer of correctly classifying employees as independent contractors; provides an overview of the tests in the unemployment insurance law that are used to determine if workers are employees or independent contractors; describes the worksite compliance investigation process; and provides a demonstration of the DWD web site created to assist employers in correctly classifying their workers.

3/4/16 – "Avoiding 'Loaded' Employment Application and Interview Questions That May Discriminate"

When was the last time you took a good look at that application form you're using? What about interview questions? Are any of them discriminatory or could they be interpreted as such? Looks at how the Wisconsin Fair Employment Law applies to the recruitment process and offers alternative questions to help avoid discrimination when gathering information needed to help choose the right candidate for the job.

4/8/16 – "Preparing for UI Hearings"

Provides a basic introduction to the appeal process, including how to decide whether or not to appeal an initial eligibility determination, how to effectively prepare for a hearing to ensure that the necessary evidence is presented, and what to do if dissatisfied with the decision of an Administrative Law Judge.

5/6/16 – "Workplace Harassment"

Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.